# Hennessy-Hicks Training Needs Analysis Questionnaire

*Tool's Purpose*

The Hennessy-Hicks Training Needs Analysis Questionnaire evaluates health care providers' training requirements by identifying key tasks pertinent to an individual's job and subsequently their perceived performance of these tasks. Individuals can use The Hennessy-Hicks Training Needs Analysis to identify which trainings should be a priority based on the learning needs reported by health care providers. The tool developers stated that this tool is adaptable to any setting and purpose (Hicks et al., 1996).

*Brief Tool Description*

- 30 items scored using a 7-point Likert scale. The Henessy-Hicks Training Needs Analysis Questionnaire has three sections: 1) demographic questions, 2) core questionnaire questions on job activities, and 3) open ended question asking participants what training they think they need.
- The main section of the Hennessy-Hicks Training Needs Analysis Questionnaire consists of two parts: 1) Rating A is concerned with how important an activity (questionnaire item) is to the successful performance of an individuals' job and 2) Rating B is concerned with how well an individual is currently perform an activity (questionnaire item). Five categories:
  - Research/audit (9 items)
  - Communication/teamwork (6 items)
  - Clinical tasks (6 items)
  - Administration (3 items)
  - Management/supervisory task (6 items)

*Knowledge to Action Framework Phase(s):*

- Assess barriers/facilitators to knowledge use
- Monitor knowledge use

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*Available Languages*: English

*Source to Access Tool*:
- Hennessy-Hicks Training Needs Analysis Questionnaire
- Hennessy-Hicks Training Needs Analysis Questionnaire Toolkit
- Dr. Adelais Markaki
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*Development Article/* Psychometric Article

Hicks, C., Hennessy, D., & Barwell, F. (1996). Development of a psychometrically valid training needs analysis instrument for use with primary health care teams. *Health Services Management Research*, *9*(4), 262-272.